

June 09, 2020

## An Open Letter to Our Community

On 4 June, an opinion piece was published in *Angewandte Chemie* that contained offensive and inflammatory language aimed toward people of different genders, races, and nationalities.

We apologize that this offensive and misguided essay was published in our journal, and we are deeply sorry for failing the community that puts their trust in us. The views expressed in the essay do not reflect the values of the journal in any way. That this article was published at all has demonstrated a breakdown in editorial decision-making.

We responded swiftly, not just to right this wrong and correct an editorial mistake, but also to take a hard-look at ourselves. As part of our path forward, we have taken the following actions:

1. Suspended two senior editors and removed two referees from our selection of peer reviewers
2. Introduced a new process for peer-reviewed opinion pieces, including a requirement that reviewers are expert in the topic of the essay rather than experts in the field or focus of the journal
3. Established an interim editorial decision-making structure, effective immediately (read more about this newly appointed team below)
4. Removed the article from the journal's website and launched an internal review according to the guidelines of the Committee on Publication Ethics (COPE)

We recognize and take very seriously the role we play in the academic system. Today, we also pledge to:

1. Assemble a diverse group of external advisors to evaluate our current processes and aid in the creation of new ones that aim to eliminate the potential for discrimination and foster diversity at all levels
2. Be transparent with the findings of both our internal and external review
3. Launch a Diversity, Equity and Inclusion (DE&I) training program for the journal leadership team
4. Focus on building more diversity within the Editorial and Advisory boards
5. Develop new editorial guidelines incorporating DE&I principles and practices
6. Create forums for external dialogues on DE&I issues, partnering with relevant associations in driving the conversation

Strong action is of the utmost importance. Improving DE&I at *Angewandte Chemie* will not stop here. As a journal and as a community, we must take an inward look at how we can meaningfully contribute to the dismantling of an often-biased academic system. Diversity only strengthens science, and inclusive science that reflects the world's best thinking is our greatest hope for solving the problems facing society.

We'll continue to share updates on our progress and welcome your involvement in helping us shape a more fair and inclusive system. We will take an active leadership role in becoming a beacon for DE&I. You have our promise that we will make significant strides forward.

Dr. Guido Herrmann  
VP & Managing Director, Wiley-VCH

## Announcing New Angewandte Chemie Interim Editor-in-Chief Committee

We are pleased to announce the appointment of an interim Editor-in-Chief Committee, effective immediately. This group will:

- Hold full Editorial responsibility for *Angewandte Chemie*.
- Consist of the current Deputy Editors Nathalie Weickgenannt and Frank Maaß, joined by Theresa Kueckmann and Xin Su (bios see below).
- Jointly oversee the editorial processes to ensure strict adherence to best editorial practice.

- Act centrally to implement necessary steps to strengthen diversity and earn back the trust of our community.